



LaborMarket*trends*

Data for Dec. 2009 | Issue 9 | Volume 7 | Metropolitan Washington, D.C. | February 2010



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Performance vs. Presence: Is Telecommuting Right for your Business?

Telecommuting – It has been touted as one of workforce development's best ideas in the last 20 years. Rather than traveling to an employer's place of business to perform the work, telecommuting, also known as telework, gives employees the option of working from a remote location – home, a client's office, or even in a coffee shop – using remote devices such as laptops, (cell) telephones/blackberries, video conferencing, wireless internet, and facsimile machines, etc. to get work done.

To many in workforce development, it is a sensible and more efficient method of working. It reduces absenteeism, increases productivity, improves air quality and preserves the environment, conserves energy, and is family friendly. Additionally, it is a welcoming work benefit for employees, particularly those who are physically challenged or are caregivers to elderly or sick relatives. According to Human Resources professionals, this type of benefit can help to strengthen employee retention rate and decrease on-the-job stress, which ultimately results in employees taking fewer time-offs.

Telecommuting surged in the early 2000s when high-speed connectivity and cell phones, with their technological advances, proliferated. Technology, such as Broadband phones, videoconferencing and wireless Internet — now cheaper and more efficient — has made it possible and easier for workers to move away from the traditional office environment. Telecommuting also decentralizes jobs, which gives employers the option of going beyond their geographical location to recruit and hire skilled workers without bearing the expense of employee relocation.

The increase in support for telecommuting is not surprising. According to a 2008 report published by WorldatWork, a global human resources association that focuses on compensation, benefits, and work-life, the percentage of employees and contract telecommuters rose from approximately 28.7 million in 2006 to 33.7 million in 2008 — a 17 percent increase in two years. Advocates say that with the high gas prices, a steady trend toward a green economy, and a focus on balancing family-work life, double digit growth will continue.

While skeptics acknowledge the many benefits of telecommuting, they caution that it is not for every business or employee. Critics cite distractions such as a ringing phone or doorbell, a crying child, a barking dog, etc. that telecommuters must face while working from home, as well as the lack of direct supervision that can make it difficult to clearly define job duties and adhere to important deadlines. Supporters of telecommuting, however, rebuff these concerns pointing out that distractions are equally prevalent in traditional office settings as well. The key, they say, is to identify whether or not the business and employees are "telecommuting ready." Telecommuting is generally considered great for knowledge-based industries. Jobs that are more suitable for telecommuting include graphic/web designing, writing, transcription, and IT, to name a few.

There is no doubt that telecommuting can be a viable work method for many businesses. However, business owners must carefully consider the pros and cons before incorporating a telecommuting program in their business. Decisions not thoroughly thought out may end up being more costly than cost effective.

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Unemployment Rates Seasonally Adjusted

| | Dec. 09p | Nov. 09 | Dec. 08 |
|-----------------------------|-------------|-------------|------------|
| MICHIGAN | 14.6 | 14.7 | 10.2 |
| NEVADA | 13.0 | 12.3 | 8.4 |
| RHODE ISLAND | 12.9 | 12.7 | 9.4 |
| SOUTH CAROLINA | 12.6 | 12.3 | 8.8 |
| CALIFORNIA | 12.4 | 12.4 | 8.7 |
| DISTRICT OF COLUMBIA | 12.1 | 11.8 | 8.2 |
| FLORIDA | 11.8 | 11.5 | 7.6 |
| NORTH CAROLINA | 11.2 | 10.7 | 8.1 |
| ILLINOIS | 11.1 | 10.9 | 7.2 |
| OREGON | 11.0 | 10.7 | 8.3 |
| ALABAMA | 11.0 | 10.5 | 6.5 |
| OHIO | 10.9 | 10.6 | 7.6 |
| TENNESSEE | 10.9 | 10.2 | 7.4 |
| KENTUCKY | 10.7 | 10.6 | 7.6 |
| MISSISSIPPI | 10.6 | 9.8 | 7.8 |
| GEORGIA | 10.3 | 10.1 | 7.5 |
| NEW JERSEY | 10.1 | 9.7 | 6.8 |
| INDIANA | 9.9 | 9.6 | 7.8 |
| MISSOURI | 9.6 | 9.4 | 7.1 |
| WASHINGTON | 9.5 | 9.0 | 6.5 |
| MASSACHUSETTS | 9.4 | 8.7 | 6.4 |
| IDAHO | 9.1 | 9.1 | 6.6 |
| ARIZONA | 9.1 | 8.9 | 6.1 |
| WEST VIRGINIA | 9.1 | 8.4 | 4.5 |
| DELAWARE | 9.0 | 8.6 | 6.6 |
| NEW YORK | 9.0 | 8.6 | 5.7 |
| PENNSYLVANIA | 8.9 | 8.5 | 6.6 |
| CONNECTICUT | 8.9 | 8.2 | 6.4 |
| ALASKA | 8.8 | 8.4 | 6.8 |
| WISCONSIN | 8.7 | 8.2 | 5.9 |
| MAINE | 8.3 | 8.0 | 6.5 |
| TEXAS | 8.3 | 8.0 | 5.6 |
| NEW MEXICO | 8.3 | 7.8 | 4.7 |
| ARKANSAS | 7.7 | 7.4 | 5.7 |
| MARYLAND | 7.5 | 7.3 | 5.8 |
| WYOMING | 7.5 | 7.2 | 5.5 |
| COLORADO | 7.5 | 6.9 | 5.4 |
| LOUISIANA | 7.5 | 6.7 | 3.2 |
| MINNESOTA | 7.4 | 7.4 | 6.6 |
| NEW HAMPSHIRE | 7.0 | 6.7 | 4.3 |
| HAWAII | 6.9 | 6.8 | 5.9 |
| VIRGINIA | 6.9 | 6.6 | 5.1 |
| VERMONT | 6.9 | 6.4 | 5.0 |
| MONTANA | 6.7 | 6.4 | 5.0 |
| UTAH | 6.7 | 6.3 | 4.1 |
| OKLAHOMA | 6.6 | 7.1 | 5.0 |
| IOWA | 6.6 | 6.7 | 4.6 |
| KANSAS | 6.6 | 6.4 | 4.4 |
| SOUTH DAKOTA | 4.7 | 4.9 | 3.9 |
| NEBRASKA | 4.7 | 4.6 | 3.7 |
| NORTH DAKOTA | 4.4 | 4.1 | 3.3 |

National Unemployment Rates

The December 2009 National unemployment rate of 9.7 percent (not seasonally adjusted) was up from the rate in November 2009 and 2.6 percent higher than the rate in December 2008.

The seasonally adjusted National unemployment rate in December 2009 was 10.0 percent; unchanged from the November 2009 rate and 2.6 percent higher than the December 2008, seasonally adjusted, National unemployment rate.

State Unemployment (Seasonally Adjusted)

In December, the District of Columbia had the sixth highest unemployment rate at 12.1 percent. Michigan recorded the highest jobless rate at 14.6 percent followed by Nevada, at 13.0 percent; Rhode Island, at 12.9; South Carolina, at 12.6; and California, at 12.4 percent. North Dakota at 4.4 percent, posted the lowest unemployment rate, followed by Nebraska and South Dakota at 4.7 percent each.

Twenty-one states reported statistically significant over-the-month unemployment rate increases in December. Louisiana and Mississippi recorded the largest of these (+0.8 percentage point each). Twenty-eight states and the District of Columbia registered December rates that were not measurably different from a month earlier. One state, South Dakota, saw a statistically significant rate decrease of -0.2 percentage point.

Compared to a year earlier, all states and the District of Columbia reported significant jobless rate increases from a year earlier.

District of Columbia's Unemployment Rate

District of Columbia's seasonally adjusted December 2009 unemployment rate was 12.1 percent, up 0.3 percent from the November 2009 rate. The December 2009 rate was 3.9 percent higher than the rate in December 2008.

The seasonally adjusted National unemployment rate in December 2009 was 10.0 percent; unchanged from the November 2009 rate and 2.6 percent higher than the December 2008, seasonally adjusted, National unemployment rate.

Unemployment Rates *(Not Seasonally Adjusted)*

| | December 09 p | November 09 r | December 08 a |
|--------------------|---------------|---------------|---------------|
| U.S.A. | 9.7 | 9.4 | 7.1 |
| Washington, DC MSA | 6.2 | 6.1 | 4.7 |
| Washington, DC MD | 6.4 | 6.2 | 4.9 |
| D.C. | 11.9 | 11.8 | 8.9 |

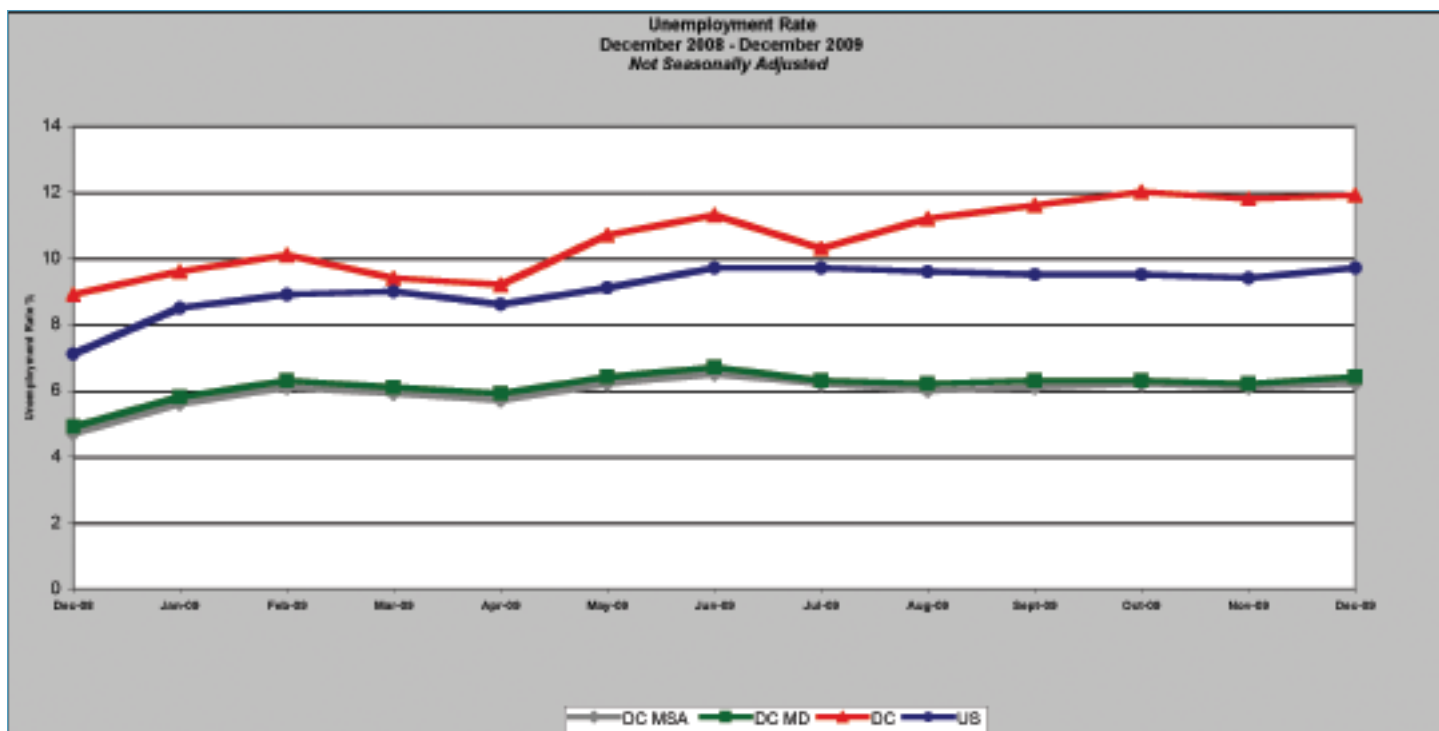
Unemployment Rates *(Seasonally Adjusted)*

| | | | |
|--------|------|------|-----|
| U.S.A. | 10.0 | 10.0 | 7.4 |
| D.C. | 12.1 | 11.8 | 8.2 |

p: Preliminary r: Revised a: Reflecting 2008 benchmark revisions

Note: Estimates for the latest year are subject to revision early the following calendar year. Ward labor force statistics based on Census 2000 household data.





District of Columbia's Civilian Labor Force, Employment and Unemployment

Over the month, the District's civilian labor force increased by 800 to 331,600. A total of 291,700 residents were employed and 40,000 were unemployed in December 2009. The number of employed residents was unchanged along with a 1,000 increase in the number of unemployed residents resulted in a 0.3 percent rise in the not seasonally adjusted unemployment rate for December 2009.

From December 2008 to December 2009, the District's civilian labor force decreased by 1,200 as the number of employed residents decreased by 13,700 and the number of unemployed residents increased by 12,600. The District's December 2009 unemployment rate was 3.9 percent higher than the rate in December 2008.

Unemployment Insurance Benefit Statistics

In December 2009, initial claims filed for Unemployment Insurance (UI) in the District of Columbia rose 13.0 percent from the November 2009 level of 1,805 to 2,040. Over the year, UI initial claims were down 21.4 percent from the 2,597 level in December 2008. The December 2009 initial claims for all programs were up from November 2009 by 236 to 2,079 and lower by 552 or -21.0 percent from the December 2008 level of 2,631.

For the all programs total, Benefits paid increased 20.8 percent to \$20,224,055, weeks compensated were up 20.6 percent to

69,188, first payments were up 19.6 percent to 2,794, final payments were down 9.8 percent to 2,015, and the average weekly benefit amount (A.W.B.A.) rose 0.2 percent to \$292.31. Weeks claimed was down 14.3 percent to 28,504.

Over the year, Benefits paid decreased by 7.6 percent, weeks compensated dropped 9.0 percent, first payments were down 2.1 percent, final payments were up 66.0 percent, while the average weekly benefit amount was up 1.5 percent from the \$288.02 December 2008 amount. Weeks claimed were up 7.6 percent.

Washington Metropolitan Division Civilian Labor Force Employment and Unemployment Rate

The civilian labor force in the Washington Metropolitan Division decreased by 11,100 in December 2009 as employment decreased by 14,000 and the number unemployed increased by 2,900. The unemployment rate in the Washington Metropolitan Division, at 6.4 percent in December, was up 0.2 percent from the rate in November 2009.

Over the last twelve months, the number of employed residents in the Washington Metropolitan Division fell by 49,800. With 35,500 more unemployed division residents, the division civilian labor force fell by 14,300. The metropolitan division's December 2009 unemployment rate was up 1.5 percent from the rate in December 2008.

Employment Status for the Civilian Population District of Columbia, Washington Metropolitan Division and Statistical Area — December 2009/a

| | December /b 2009 | November /c 2009 | December /d 2008 | Net Change From November /c 2009 | December /d 2008 |
|---|---------------------|---------------------|---------------------|--|---------------------|
| SEASONALLY ADJUSTED | | | | | |
| Washington, D.C. | | | | | |
| Civilian Labor Force | 331,600 | 330,800 | 332,800 | 800 | -1,200 |
| Total Employed | 291,700 | 291,700 | 305,400 | 0 | -13,700 |
| Total Unemployed | 40,000 | 39,000 | 27,400 | 1,000 | 12,600 |
| Unemployment Rate | 12.1 | 11.8 | 8.2 | 0.3 | 3.9 |
| SEASONALLY UNADJUSTED | | | | | |
| Washington, D.C. | | | | | |
| Civilian Labor Force | 329,200 | 329,300 | 328,800 | -100 | 400 |
| Total Employed | 289,900 | 290,500 | 299,600 | -600 | -9,700 |
| Total Unemployed | 39,300 | 38,800 | 29,200 | 500 | 10,100 |
| Unemployment Rate | 11.9 | 11.8 | 8.9 | 0.1 | 3.0 |
| Washington, D.C. Metropolitan Division | | | | | |
| Civilian Labor Force | 2,363,200 | 2,374,300 | 2,377,500 | -11,100 | -14,300 |
| Total Employed | 2,212,300 | 2,226,300 | 2,262,100 | -14,000 | -49,800 |
| Total Unemployed | 150,900 | 148,000 | 115,400 | 2,900 | 35,500 |
| Unemployment Rate | 6.4 | 6.2 | 4.9 | 0.2 | 1.5 |
| Suburban Ring | | | | | |
| Civilian Labor Force | 2,664,900 | 2,680,700 | 2,681,800 | -15,800 | -16,900 |
| Total Employed | 2,519,600 | 2,537,200 | 2,570,300 | -17,600 | -50,700 |
| Total Unemployed | 145,300 | 143,600 | 111,500 | 1,700 | 33,800 |
| Unemployment Rate | 5.5 | 5.4 | 4.2 | 0.1 | 1.3 |
| Washington, D.C. MSA | | | | | |
| Civilian Labor Force | 2,994,100 | 3,010,000 | 3,010,600 | -15,900 | -16,500 |
| Total Employed | 2,809,500 | 2,827,700 | 2,869,900 | -18,200 | -60,400 |
| Total Unemployed | 184,600 | 182,400 | 140,700 | 2,200 | 43,900 |
| Unemployment Rate | 6.2 | 6.1 | 4.7 | 0.1 | 1.5 |

a/ Data may not add to the totals due to independent rounding. b/ Preliminary. c/ Revised. d/ Data reflect 2008 benchmark revisions.

Estimated Labor Force and Employment for the Washington-Arlington-Alexandria, DC-VA-MD-WV Metropolitan Division includes The District of Columbia, Virginia Cities of Alexandria, Fairfax, Falls Church, Fredericksburg, Manassas, and Manassas Park; the Virginia Counties of Arlington, Clarke, Fairfax, Loudon, Prince William, Spotsylvania, Stafford, and Warren; the Maryland Counties of Calvert, Charles, and Prince Georges; and the West Virginia County of Jefferson.

Estimated Labor Force and Employment for the Washington-Arlington-Alexandria, DC-VA-MD-WV Metropolitan Statistical Area includes the Washington-Arlington-Alexandria Metropolitan Division and the Bethesda-Frederick-Gaithersburg Metropolitan Division which includes the Counties of Frederick and Montgomery in Maryland.

SOURCE: Prepared by the D.C. Department of Employment Services, Office of Labor Market Research and Information in cooperation with the Virginia Employment Commission, the Maryland Department of Labor, Licensing and Regulation, the West Virginia Bureau of Employment Programs, and the U.S. Department of Labor, Bureau of Labor Statistics

Washington Metropolitan Area Civilian Labor Force Employment and Unemployment Rate

The civilian labor force in the suburban ring of communities surrounding the District of Columbia decreased by 15,800 in December 2009 as employment fell by 17,600 and the number of unemployed residents increased by 1,700. The unemployment rate in the suburban ring, at 5.5 percent in December, was up 0.1 percent from the rate in November 2009.

Over the year, there was a decrease of 50,700 employed residents in the suburban ring. With 33,800 more unemployed suburban residents, the suburban civilian labor force fell by 16,900. The suburban ring's December unemployment rate was up 1.3 percent from December 2008.

For the Washington Metropolitan Statistical Area, the number of persons in the civilian labor force decreased by 15,900 in December 2009. The number of employed residents decreased by 18,200. The number of unemployed residents increased by 2,200. The metropolitan area's unemployment rate for December 2009 is 6.2 percent, up 0.1 percent from the rate in November 2009.

Compared to December 2008, the metropolitan area's civilian labor force fell by 16,500. Employment decreased by 60,400 and unemployed rose by 43,900. The Washington Metropolitan area's December 2009 unemployment rate was up 1.5 percent from the December 2008 rate of 4.7 percent.

Selected Unemployment Insurance Benefit Statistics (Regular Programs)
District of Columbia | December 2009

| | December 2009 | November 2009 | December 2008 | % Change From November 2009 December 2008 | |
|------------------------------|------------------|------------------|------------------|---|-------|
| State UI Program a/ | | | | | |
| Initial Claims | 2,040 | 1,805 | 2,597 | 13.0 | -21.4 |
| Weeks Claimed | 27,807 | 32,331 | 25,938 | -14.0 | 7.2 |
| Weeks Compensated | 66,912 | 55,417 | 73,216 | 20.7 | -8.6 |
| Benefits Paid | \$19,497,928 | \$16,126,310 | \$21,020,862 | 20.9 | -7.2 |
| A.W.B.A. | \$291.40 | \$291.00 | \$287.11 | 0.1 | 1.5 |
| First Payments | 2,733 | 2,257 | 2,798 | 21.1 | -2.3 |
| Final Payments | 1,958 | 2,144 | 1,171 | -8.7 | 67.2 |
| Beneficiaries | n/a | n/a | n/a | n/a | n/a |
| Federal Program b/ | | | | | |
| Initial Claims | 34 | 32 | 32 | 6.3 | 6.3 |
| Weeks Claimed | 566 | 745 | 466 | -24.0 | 21.5 |
| Weeks Compensated | 2,097 | 1,812 | 2,621 | 15.7 | -20.0 |
| Benefits Paid | \$666,150 | \$566,633 | \$811,090 | 17.6 | -17.9 |
| A.W.B.A. | \$317.67 | \$312.71 | \$309.46 | 1.6 | 2.4 |
| First Payments | 57 | 67 | 52 | -14.9 | 9.6 |
| Final Payments | 51 | 82 | 38 | -37.8 | 34.2 |
| Beneficiaries | n/a | n/a | n/a | n/a | n/a |
| Ex-Servicepersons Program c/ | | | | | |
| Initial Claims | 5 | 6 | 2 | -16.7 | 150.0 |
| Weeks Claimed | 131 | 166 | 94 | -21.1 | 39.4 |
| Weeks Compensated | 179 | 142 | 191 | 26.1 | -6.3 |
| Benefits Paid | \$59,977 | \$46,230 | \$65,613 | 29.7 | -8.6 |
| A.W.B.A. | \$335.07 | \$325.56 | \$343.52 | 2.9 | -2.5 |
| First Payments | 4 | 13 | 3 | -69.2 | 33.3 |
| Final Payments | 6 | 7 | 5 | -14.3 | 20.0 |
| Beneficiaries | n/a | n/a | n/a | n/a | na |
| Total - All Programs | | | | | |
| Initial Claims | 2,079 | 1,843 | 2,631 | 12.8 | -21.0 |
| Weeks Claimed | 28,504 | 33,242 | 26,498 | -14.3 | 7.6 |
| Weeks Compensated | 69,188 | 57,371 | 76,028 | 20.6 | -9.0 |
| Benefits Paid | \$20,224,055 | \$16,739,173 | \$21,897,565 | 20.8 | -7.6 |
| A.W.B.A. | \$292.31 | \$291.77 | \$288.02 | 0.2 | 1.5 |
| First Payments | 2,794 | 2,337 | 2,853 | 19.6 | -2.1 |
| Final Payments | 2,015 | 2,233 | 1,214 | -9.8 | 66.0 |
| Beneficiaries | n/a | n/a | n/a | n/a | n/a |

a/ Includes joint claims with Unemployment Compensation for Federal Employees (UCFE)
and/or Unemployment Compensation for Ex-Servicepersons (UCX).

b/ Includes joint claims with Unemployment Compensation of Ex-Servicepersons (UCX).

c/ No joint claims.

District of Columbia Job Growth

The number of District wage and salary jobs increased by 600 in December 2009. The private sector lost 100 jobs while the public sector gained 700 jobs. In the private sector, trade, transportation and utilities added 500 jobs and professional and business services added 1,000 jobs. All other private sectors had job losses, educational and health services lost 100 jobs, leisure and hospitality lost 400 jobs, other services lost 700 jobs, mining, logging and construction lost 200 jobs, information and financial activities lost 100 jobs each. Meanwhile, manufacturing were unchanged over the month. In the public sector, the Federal Government gained 600 jobs; State Government added 100 jobs while transportation was unchanged over the month.

In the last twelve months, the District gained a total of 6,100 jobs. The private sector lost 2,400 jobs while the public sector gained 8,500 jobs. The private sector growth occurred in educational and health services up by 2,200 jobs, leisure and hospitality up by 600 jobs and professional and business services up by 1,000 jobs. Job losses occurred in other services down by 1,700 jobs, mining, logging and construction down by 500 jobs, trade, transportation and utilities down by 800 jobs, financial activities down by 1,400 jobs, information down by 1,700 jobs, and manufacturing down by 100 jobs. In the public sector, the District Government gained 600 jobs, the Federal Government gained 7,900 jobs, and transportation was unchanged.

Washington Metropolitan Division Job Growth

Total wage and salary employment in the Washington Metropolitan Division decreased over the month by 800 jobs. The private sector increased by 200 jobs, while the public sector dropped 1,000 jobs. Within the private sector, gains were registered in professional and business services up by 600 jobs, trade, transportation and utilities up by 2,300 jobs, financial activities up by 100 jobs educational and health services up by 600 jobs and other services up by 200. Job losses were registered in leisure and hospitality down by 2,200 jobs, mining, logging and construction down by 500 jobs, information down by 600 jobs and manufacturing down by 500 jobs. In the public sector, the federal government gained 900 jobs; the state government gained 300 jobs; and the local government dropped 2,200 jobs.

During the last twelve months, the Washington Metropolitan Division lost a total of 18,800 jobs. The private sector dropped 34,100 jobs and the public sector gained 15,300 jobs. The private sector growth occurred in educational and health services up by 5,400 jobs. Losses occurred in professional and business services down by 5,500 jobs, other services down by

600 jobs, leisure and hospitality down by 1,200 jobs, trade, transportation and utilities down by 8,000 jobs, mining, logging and construction down by 12,000 jobs, financial activities down by 3,100 jobs, information down by 7,000 jobs, and manufacturing down by 2,100 jobs. In the public sector, local government lost 500 jobs; the federal government gained 11,800 jobs; and state government added 4,000 jobs.

Washington Metropolitan Statistical Area Job Growth

Total wage and salary employment in the Washington Metropolitan Statistical Area decreased over the month in December 2009 by 2,300. The private sector decreased by 600 jobs and the public sector declined by 1,700 jobs. Within the private sector, gains were recorded in educational and health services up by 600 jobs, trade, transportation and utilities up by 3,600 jobs, and other services up by 400 jobs. Losses were registered in leisure and hospitality down by 2,600 jobs, mining, logging and construction down by 1,100 jobs, professional and business services down by 500, manufacturing down by 300 jobs, financial activities down by 100 jobs and information down by 600 jobs. In the public sector, the federal government gained 1,000 jobs.

During the past twelve months, the Washington Metropolitan Statistical Area lost 15,700 jobs. The private sector lost 32,400 jobs while the public sector gained 16,700 jobs. Private sector gains were registered in professional and business services up by 4,900 jobs and educational and health services up by 4,400 jobs. Losses occurred in other services down by 900 jobs, leisure and hospitality down by 1,000 jobs, trade, transportation, and utilities down by 10,400 jobs, mining, logging and construction down by 14,400 jobs, financial activities down by 5,400 jobs, information down by 7,000 jobs and manufacturing down by 2,600 jobs. In government, the federal government gained 13,400 jobs over the year.



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Questions that businesses should consider before pursuing a telecommuting program:

- ▶ Are systems in place to ensure that managers are aptly prepared to monitor your telecommuter's work and performance?
- ▶ Are your managers and employees trained on remote working relationship and procedures?
- ▶ If your entire staff is not on board for telecommuting, do you have an optional plan for those not interested in participating?
- ▶ Are telecommuters willing to take a pay cut for the opportunity to telecommute?
- ▶ Is your telecommuter organized, independent and self motivated? Or, does he/she require being micro-managed in order to be productive?
- ▶ "Do you have the right controls in place so that telecommuting will not increase the risk of classified company information being exposed?"
- ▶ Do you have the budget required to install an effective telecommuting program?

Tips small companies should employ to ensure a "head-ache free" telecommuting program:

- ▶ Create a written policy outlining expectations and limitations. This policy should clarify frequency (how often employees are allowed to telework).
- ▶ Be clear about assignments, deadlines, and priorities.
- ▶ Focus more on results of the work and not on hour-to-hour tracking of work being performed.
- ▶ Make sure that all your remote system are in good working order and are compatible with your traditional office equipments.
- ▶ Keep in touch regularly so that the telecommuter understands that he/she is still a part of a team.

—Adrienne Staggs Davis, Communication Strategist, Cenarios Strategic Marketing & Creative Services, LLC.

Wage and Salary Employment by Industry and Place of Work a/ [in Thousands]

| INDUSTRY | District of Columbia | | | Metropolitan Division | | |
|--|----------------------|-----------------|--------------|-----------------------|-----------------|----------------|
| | Dec. b/ 2009 | Nov. c/ 2009 | Dec. 2008 | Dec. b/ 2009 | Nov. c/ 2009 | Dec. 2008 |
| TOTAL | 713.8 | 713.2 | 707.7 | 2,419.6 | 2,420.4 | 2,438.4 |
| Total Private Sector | 471.5 | 471.6 | 473.9 | 1,834.6 | 1,834.4 | 1,868.7 |
| Total Government | 242.3 | 241.6 | 233.8 | 585.0 | 586.0 | 569.7 |
| Total Goods Producing | 13.2 | 13.4 | 13.8 | 154.0 | 154.8 | 168.1 |
| Manufacturing | 1.3 | 1.3 | 1.4 | 37.6 | 37.9 | 39.7 |
| Durable Goods | na | na | na | 22.4 | 22.6 | 23.9 |
| Non-Durable Goods | na | na | na | 15.2 | 15.3 | 15.8 |
| Mining, Logging & Construction | 11.9 | 12.1 | 12.4 | 116.4 | 116.9 | 128.4 |
| Construction of Buildings | na | na | na | 24.0 | 23.8 | 27.6 |
| Heavy and Civil Engineering Construction | na | na | na | 15.2 | 15.1 | 15.6 |
| Specialty Trade Contractors | na | na | na | 76.5 | 77.6 | 84.2 |
| Total Service Providing | 700.6 | 699.8 | 693.9 | 2,265.6 | 2,265.6 | 2,270.3 |
| Trade, Transportation & Utilities | 27.5 | 27.0 | 28.3 | 313.5 | 311.2 | 321.5 |
| Wholesale Trade | 4.6 | 4.6 | 4.7 | 52.5 | 52.8 | 54.1 |
| Retail Trade | 18.4 | 17.9 | 19.0 | 204.6 | 202.3 | 210.4 |
| Motor Vehicle and Parts Dealers | na | na | na | 23.8 | 23.4 | 23.7 |
| Building Material and Garden Equipment and Supplies Dealers | na | na | na | 13.6 | 13.9 | 15.1 |
| Food & Beverage Stores | na | na | na | 40.2 | 40.4 | 39.8 |
| Clothing and Clothing Accessories Stores | na | na | na | 26.4 | 24.6 | 25.5 |
| Department Stores | na | na | na | 26.6 | 25.9 | 26.9 |
| Transportation, Warehousing & Utilities | 4.5 | 4.5 | 4.6 | 56.4 | 56.1 | 57.0 |
| Utilities | na | na | na | 7.4 | 7.4 | 7.6 |
| Transportation & Warehousing | na | na | na | 49.0 | 48.7 | 49.4 |
| Air Transportation | na | na | na | 13.4 | 12.3 | 12.5 |
| Information | 18.5 | 18.6 | 20.2 | 66.9 | 67.5 | 73.9 |
| Publishing industries (except Internet) | 6.6 | 6.7 | 7.0 | na | na | na |
| Financial Activities | 26.8 | 26.9 | 28.2 | 106.8 | 106.7 | 109.9 |
| Finance and insurance | 15.5 | 15.5 | 16.6 | 67.7 | 67.6 | 69.1 |
| Credit Intermediation and Related Activities | 7.6 | 7.6 | 7.8 | 37.4 | 37.3 | 37.3 |
| Depository Credit Intermediation | na | na | na | 18.7 | 18.5 | 18.8 |
| Nondepository Credit Intermediation | na | na | na | 12.8 | 12.8 | 13.5 |
| Real Estate and Rental and Leasing | 11.3 | 11.4 | 11.6 | 39.1 | 39.1 | 40.8 |
| Professional and Business Services | 152.6 | 151.6 | 151.6 | 553.2 | 552.6 | 558.7 |
| Professional, Scientific, and Technical Services | 101.9 | 101.1 | 103.1 | 371.9 | 372.6 | 380.5 |
| Legal Services | 35.0 | 34.9 | 36.2 | 45.2 | 45.4 | 48.5 |
| Accounting, Tax Preparation, Bookkeeping, & Payroll Services | na | na | na | 18.8 | 18.8 | 19.5 |
| Architectural, Engineering, & Related Services | na | na | na | 47.2 | 47.3 | 47.6 |
| Computer Systems Design and Related Services | na | na | na | 135.5 | 136.2 | 136.4 |
| Management, Scientific, and Technical Consulting Services | na | na | na | 71.0 | 71.2 | 71.8 |
| Scientific Research and Development Services | 11.9 | 11.7 | 12.1 | na | na | na |
| Management of Companies and Enterprises | na | na | na | 31.8 | 31.0 | 31.7 |
| Administrative & Support & Waste Management & Remediation Services | 49.7 | 48.9 | 47.6 | 149.5 | 149.0 | 146.5 |

Wage and Salary Employment by Industry and Place of Work a/ [in Thousands] *continued*

| INDUSTRY | District of Columbia | | | Metropolitan Division | | |
|--|----------------------|-----------------|--------------|-----------------------|-----------------|--------------|
| | Dec. b/ 2009 | Nov. c/ 2009 | Dec. 2008 | Dec. b/ 2009 | Nov. c/ 2009 | Dec. 2008 |
| <i>(continued)</i> | | | | | | |
| Employment Services | 12.4 | 12.6 | 12.5 | 29.9 | 30.3 | 29.7 |
| Investigation and Security Services | 9.3 | 9.3 | 8.8 | na | na | na |
| Services to Buildings and Dwellings | 11.3 | 11.2 | 11.7 | 48.5 | 48.0 | 47.7 |
| Educational and Health Services | 109.2 | 109.3 | 107.0 | 276.8 | 276.2 | 271.4 |
| Educational Services | 50.9 | 50.6 | 50.1 | 87.2 | 86.3 | 84.4 |
| Colleges, Universities, and Professional Schools | 34.4 | 34.4 | 37.0 | 57.9 | 56.2 | 49.5 |
| Health Care and Social Assistance | 58.3 | 58.7 | 56.9 | 189.6 | 189.9 | 187.0 |
| Ambulatory Health Care Services | 13.7 | 13.8 | 13.3 | 71.4 | 71.8 | 68.4 |
| Offices of Physicians | na | na | na | 26.8 | 27.4 | 26.8 |
| Outpatient Care Centers | na | na | na | 8.8 | 8.9 | 8.7 |
| Hospitals | 25.7 | 25.6 | 25.3 | 58.6 | 58.7 | 58.1 |
| Nursing and Residential Care Facilities | 7.1 | 7.1 | 6.8 | 26.9 | 26.8 | 27.3 |
| Social Assistance | na | na | na | 32.7 | 32.6 | 33.2 |
| Child Day Care Services | na | na | na | 14.6 | 14.4 | 14.3 |
| Leisure and Hospitality | 59.3 | 59.7 | 58.7 | 210.4 | 212.6 | 211.6 |
| Arts, Entertainment, and Recreation | 7.2 | 7.3 | 7.3 | 23.6 | 24.2 | 27.3 |
| Accommodation and Food Services | 52.1 | 52.4 | 51.4 | 186.8 | 188.4 | 184.3 |
| Accommodation | 14.6 | 14.7 | 14.9 | 35.6 | 35.8 | 36.0 |
| Food Services and Drinking Places | 37.5 | 37.7 | 36.5 | 151.2 | 152.6 | 148.3 |
| Full-Service Restaurants | 19.3 | 19.2 | 19.0 | 77.6 | 77.6 | 75.0 |
| Limited-Service Eating Places | 10.8 | 11.0 | 11.1 | 62.7 | 63.6 | 59.2 |
| Special Food Services | 5.0 | 5.1 | 4.6 | 10.7 | 10.8 | 11.9 |
| Other Services | 64.4 | 65.1 | 66.1 | 153.0 | 152.8 | 153.6 |
| Personal and Laundry Services | na | na | na | 29.4 | 29.0 | 27.4 |
| Religious, Grantmaking, Civic, Professional, & Similar Organizations | 57.5 | 58.2 | 59.1 | 110.2 | 111.1 | 110.3 |
| Business, Professional, Labor, Political, & Similar Organizations | 26.9 | 27.0 | 27.4 | 43.6 | 43.8 | 44.3 |
| Government | 242.3 | 241.6 | 233.8 | 585.0 | 586.0 | 569.7 |
| Federal Government | 202.7 | 202.1 | 194.8 | 318.4 | 317.5 | 306.6 |
| State Government & Local Government / Public Transportation | 39.6 | 39.5 | 39.0 | na | na | na |
| State Government | 35.8 | 35.7 | 35.2 | 86.1 | 85.8 | 82.1 |
| Local Government | na | na | na | 180.5 | 182.7 | 181.0 |
| Public Transportation | 3.8 | 3.8 | 3.8 | na | na | na |

a/ Data may not equal totals due to independent rounding. Data reflects 2008 benchmark revisions. b/ Preliminary. c/ Revised.

Data includes all full and part-time employees who worked or received pay for any part of pay period which includes the 12th of the month. Proprietors, self-employed, unpaid family workers, and private household workers are excluded. The Washington-Arlington-Alexandria, DC-VA-MD-WV Metropolitan Division includes the District of Columbia; Calvert County, MD; Charles County, MD; Prince George's County, MD; Arlington County, VA; Clarke County, VA; Fairfax County, VA; Fauquier County, VA; Loudoun County, VA; Prince William County, VA; Spotsylvania County, VA; Stafford County, VA; Warren County, VA; Alexandria City, VA; Fairfax City, VA; Falls Church City, VA; Fredericksburg City, VA; Manassas City, VA; Manassas Park City, VA; and Jefferson County, WV

SOURCE: Prepared by the Department of Employment Services Office of Labor Market Research and Information in cooperation with the Virginia Employment Commission, the Maryland Department of Labor, Licensing and Regulation, the West Virginia Bureau of Employment Programs and the U.S. Bureau of Labor Statistics.

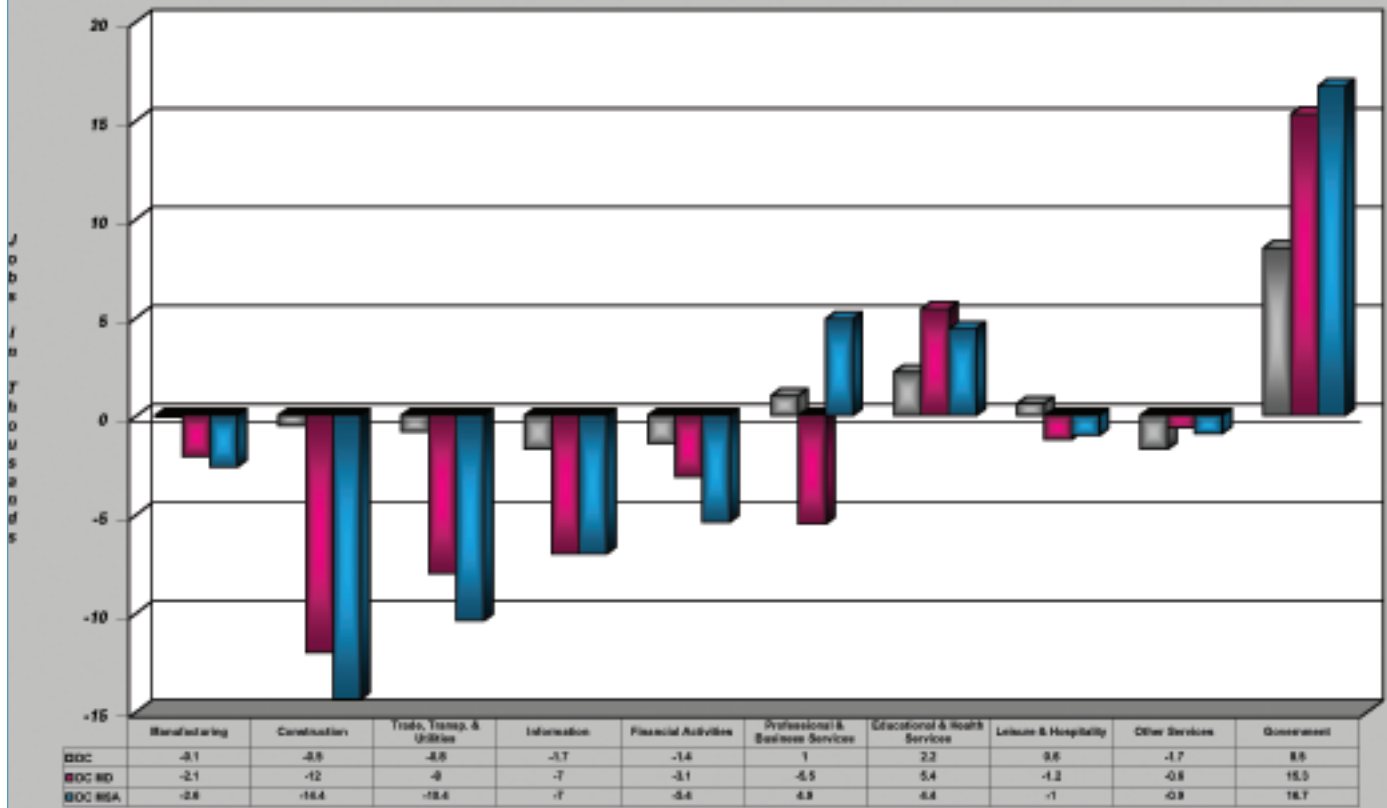
**Washington-Arlington-Alexandria, DC-VA-MD-WV Metropolitan Statistical Area
Wage and Salary Employment by Industry and Place of Work a/ (In Thousands)**

| INDUSTRY | Dec. b/ 2009 | Nov. c/ 2009 | Dec. 2008 | Change from | |
|--|-----------------|-----------------|---------------|--------------|--------------|
| | | | | Nov. 2009 | Dec. 2008 |
| TOTAL | 2999.5 | 3001.8 | 3015.2 | -2.3 | -15.7 |
| Total Private Sector | 2312.7 | 2313.3 | 2345.1 | -0.6 | -32.4 |
| Total Government | 686.8 | 688.5 | 670.1 | -1.7 | 16.7 |
| Total Goods Producing | 209.9 | 211.3 | 226.9 | -1.4 | -17.0 |
| Manufacturing | 57.2 | 57.5 | 59.8 | -0.3 | -2.6 |
| Mining, Logging & Construction | 152.7 | 153.8 | 167.1 | -1.1 | -14.4 |
| Specialty Trade Contractors | 98.1 | 99.5 | 106.7 | -1.4 | -8.6 |
| Total Service Providing | 2789.6 | 2790.5 | 2788.3 | -0.9 | 1.3 |
| Trade, Transportation & Utilities | 391.9 | 388.3 | 402.3 | 3.6 | -10.4 |
| Wholesale Trade | 67.0 | 67.4 | 69.3 | -0.4 | -2.3 |
| Retail Trade | 262.1 | 258.4 | 269.4 | 3.7 | -7.3 |
| Food & Beverage Stores | 53.7 | 53.8 | 53.3 | -0.1 | 0.4 |
| Department Stores | 34.5 | 33.6 | 34.8 | 0.9 | -0.3 |
| Transportation, Warehousing & Utilities | 62.8 | 62.5 | 63.6 | 0.3 | -0.8 |
| Information | 83.4 | 84.0 | 90.4 | -0.6 | -7.0 |
| Financial Activities | 146.8 | 146.9 | 152.2 | -0.1 | -5.4 |
| Finance and insurance | 96.1 | 96.0 | 98.3 | 0.1 | -2.2 |
| Credit Intermediation and Related Activities | 49.2 | 49.1 | 49.7 | 0.1 | -0.5 |
| Professional and Business Services | 690.0 | 690.5 | 685.1 | -0.5 | 4.9 |
| Professional, Scientific, and Technical Services | 456.9 | 458.1 | 460.4 | -1.2 | -3.5 |
| Computer Systems Design and Related Services | 157.4 | 158.0 | 157.6 | -0.6 | -0.2 |
| Administrative & Support & Waste Management & Remediation Services | 187.1 | 187.1 | 184.1 | 0.0 | 3.0 |
| Employment Services | 39.0 | 39.7 | 39.3 | -0.7 | -0.3 |
| Educational and Health Services | 349.4 | 348.8 | 345.0 | 0.6 | 4.4 |
| Health Care and Social Assistance | 249.7 | 250.0 | 249.6 | -0.3 | 0.1 |
| Ambulatory Health Care Services | 97.5 | 97.8 | 94.3 | -0.3 | 3.2 |
| Offices of Physicians | 37.9 | 38.4 | 37.6 | -0.5 | 0.3 |
| Hospitals | 71.9 | 71.7 | 71.1 | 0.2 | 0.8 |
| Leisure and Hospitality | 257.3 | 259.9 | 258.3 | -2.6 | -1.0 |
| Accommodation and Food Services | 225.4 | 227.3 | 222.9 | -1.9 | 2.5 |
| Food Services and Drinking Places | 185.9 | 187.4 | 182.9 | -1.5 | 3.0 |
| Other Services | 184.0 | 183.6 | 184.9 | 0.4 | -0.9 |
| Government | 686.8 | 688.5 | 670.1 | -1.7 | 16.7 |
| Federal Government | 366.0 | 365.0 | 352.6 | 1.0 | 13.4 |

a/ Data may not equal totals due to independent rounding. Data reflects 2008 benchmark revisions. b/ Preliminary. c/ Revised.

Data includes all full and part-time employees who worked or received pay for any part of pay period which includes the 12th of the month. Proprietors, self-employed, unpaid family workers, and private household workers are excluded. The Washington-Arlington-Alexandria, DC-VA-MD-WV Metropolitan Statistical Area includes The Washington-Arlington-Alexandria, DC-VA-MD-WV Metropolitan Division and the Bethesda-Frederick-Gaithersburg, MD Metropolitan Division. The Washington-Arlington-Alexandria, DC-VA-MD-WV Metropolitan Division includes the District of Columbia; Calvert County, MD; Charles County, MD; Prince George's County, MD; Arlington County, VA; Clarke County, VA; Fairfax County, VA; Fauquier County, VA; Loudoun County, VA; Prince William County, VA; Spotsylvania County, VA; Stafford County, VA; Warren County, VA; Alexandria City, VA; Fairfax City, VA; Falls Church City, VA; Fredericksburg City, VA; Manassas City, VA; Manassas Park City, VA; and Jefferson County, WV. SOURCE: Prepared by the Department of Employment Services Office of Labor Market Research and Information in cooperation with the Virginia Employment Commission, the Maryland Department of Labor, Licensing and Regulation, the West Virginia Bureau of Employment Programs and the U.S. Bureau of Labor Statistics.

Net Job Change
December 2008 - December 2009



TOP 30 HIGH DEMAND OCCUPATIONS IN D.C.

| | Average Annual Openings | Mean Hourly Wage |
|--|-------------------------------|------------------------|
| Business Operations Specialists, all other | 353 | \$40.40 |
| Lawyers | 240 | \$69.00 |
| Computer Software Engineers, Applications | 210 | \$38.57 |
| Security Guards | 182 | \$14.23 |
| Janitors & Cleaners, Except Maids & Housekeeping cleaners | 181 | \$11.74 |
| Public Relations Specialists | 178 | \$44.06 |
| Office Clerks, General | 174 | \$15.69 |
| Paralegals & Legal Assistants | 160 | \$27.62 |
| Elementary School Teachers, Except Special Ed | 157 | **** |
| Customer Service Representatives | 140 | \$17.36 |
| Computer Systems Analysts | 139 | \$38.56 |
| Network & Computer Systems Administrators | 134 | \$35.76 |
| Executive Secretaries & Administrative Assistants | 132 | \$22.96 |
| Maids & Housekeeping Cleaners | 126 | \$13.25 |
| Network Systems & Data Communications Analysts | 122 | \$35.22 |
| Accountants & Auditors | 117 | \$34.21 |
| Food Preparation Workers | 116 | \$11.22 |
| Child Care Workers | 110 | \$11.75 |
| Management Analysts | 106 | \$37.57 |
| Legal Secretaries | 99 | \$28.90 |
| Waiters & Waitresses | 97 | \$10.92 |
| Laborers & Freight, Stock, & Material Movers, Hand | 97 | \$13.44 |
| Writers & Authors | 91 | \$30.39 |
| General & Operations Managers | 86 | \$58.68 |
| Social & Human Service Assistants | 84 | \$16.77 |
| Teacher Assistants | 79 | **** |
| Combined Food Preparation Workers, Inc Fast Food | 77 | \$10.66 |
| Registered Nurses | 77 | \$32.09 |
| Receptionists & Information Clerks | 71 | \$14.44 |
| Retail Salespersons | 70 | \$12.64 |

****Data Suppressed

Openings - based on the 2006-2016 Occupational Employment Projections of the Department of Employment Services (Does not include Farm, Fishing & Forestry occupations.)

Wage data - source: Occupational Employment Survey of the U.S. Bureau of Labor Statistics, May 2007

TOP 20 EMPLOYERS IN THE PRIVATE SECTOR IN D.C.

| Rank | Employer |
|------|---------------------------------------|
| 1 | Howard University |
| 2 | Georgetown University |
| 3 | George Washington University |
| 4 | Washington Hospital Center |
| 5 | Children's National Medical Center |
| 6 | Fannie Mae |
| 7 | Georgetown University Hospital |
| 8 | American University |
| 9 | Providence Hospital |
| 10 | Howard University Hospital |
| 11 | The Washington Post |
| 12 | Corporate Advisory Board |
| 13 | Catholic University of America |
| 14 | Sibley Memorial Hospital |
| 15 | Marriott Hotel Services |
| 16 | George Washington University Hospital |
| 17 | American National Red Cross |
| 18 | Admiral Security |
| 19 | Hyatt Regency |
| 20 | Safeway Inc. |

(Based on employment levels reported to the District's Unemployment Compensation Program as of September 2006. Ranked by size of workforce.)

CONSUMER PRICE INDEX, ANNUAL CHANGE IN %

All items. All urban consumers.

| | Dec. 09 | Nov. 09 | Dec. 08 | Nov. 08 |
|--------------------------|---------|---------|---------|---------|
| Wash.-Balti. DC-MD-VA-WV | na | 1.6 | na | 2.5 |
| U.S.A. | 2.7 | 1.8 | 0.1 | 1.1 |

(All items. All urban consumers. Not Seasonally Adjusted.)
(1982-84 =100 for U.S. Nov. 1996 = 100 for Washington-Baltimore, DC-MD-VA-WV)
na: not available



DEMOGRAPHIC / ECONOMIC INDICATORS

| | D.C. | U.S.A. |
|--|----------|-------------|
| Population, July 1, 2008 estimate | 591,833 | 304,059,724 |
| Population, percent change* (April 1, 2000-July 1, 2008) | 3.8% | 8.0% |
| Persons under 18 years old, 2008 | 18.9% | 24.3% |
| High school graduates, percent (Persons age 25+, 2007) | 85.7% | 84.5% |
| Homeownership rate, 2006 | 45.8% | 67.3% |
| Median household income, 2007 | \$54,317 | \$41,994 |
| Per capita income, 2007 | \$40,379 | \$21,587 |
| Persons below poverty, percent, 2007 | 17.1% | 13.0% |
| Retail sales per capita, 2002 | \$5,422 | \$10,615 |
| Private nonfarm employment, percent change (Average annual rate; 1998-2008) | 14.9% | 8.8% |
| Persons per square mile, 2000 | 9,378.0 | 79.6 |

Sources: U.S. Census Bureau, 2008 Population Estimates, 2007 American Community Survey, Economic Census 2002, 2000 Census, U.S. Bureau of Labor Statistics, Current Employment Statistics Program

DISTRICT OF COLUMBIA TOP 30 FASTEST GROWING OCCUPATIONS 2006 - 2016*

| Occupational Title | Empl 2006 | Empl 2016 | Growth Rate |
|---|--------------|--------------|----------------|
| Network Systems and Data Communications Analysts | 1,912 | 3,132 | 6.38% |
| Computer Software Engineers, Applications | 4,111 | 6,212 | 5.11% |
| Vocational Education Teachers, Postsecondary | 183 | 261 | 4.26% |
| Special Education Teachers, Middle School | 303 | 424 | 3.99% |
| Special Education Teachers, Preschool, Kindergarten, and Elementary | 319 | 443 | 3.89% |
| Industrial Engineers | 409 | 563 | 3.77% |
| Elementary School Teachers, except Special Education | 4,254 | 5,822 | 3.69% |
| Substance Abuse and Behavioral Disorder Counselors | 456 | 622 | 3.64% |
| Middle School Teachers, except Special and Vocational Education | 1,582 | 2,156 | 3.63% |
| Home Health Aides | 914 | 1,239 | 3.56% |
| Personal and Home Care Aides | 1,266 | 1,708 | 3.49% |
| Computer Systems Analysts | 4,202 | 5,591 | 3.31% |
| Self-enrichment Education Teachers | 1,078 | 1,434 | 3.30% |
| Forensic Science Technicians | 131 | 174 | 3.28% |
| Social and Human Service Assistants | 2,628 | 3,465 | 3.18% |
| Education Administrators, Elementary and Secondary School | 517 | 680 | 3.15% |
| Court Reporters | 543 | 714 | 3.15% |
| Computer Software Engineers, Systems Software | 2,448 | 3,208 | 3.10% |
| Network and Computer Systems Administrators | 4,459 | 5,803 | 3.01% |
| Secondary School Teachers, except Special and Vocational Education | 1,731 | 2,240 | 2.94% |
| Database Administrators | 1,786 | 2,311 | 2.94% |
| Fitness Trainers and Aerobics Instructors | 1,043 | 1,342 | 2.87% |
| Dental Hygienists | 278 | 357 | 2.84% |
| Special Education Teachers, Secondary School | 317 | 406 | 2.81% |
| Kindergarten Teachers, except Special Education | 353 | 452 | 2.80% |
| Tour Guides and Escorts | 376 | 480 | 2.77% |
| Sales Representatives, Services, All Other | 1,562 | 1,989 | 2.73% |
| Child Care Workers | 4,027 | 5,124 | 2.72% |
| Lodging Managers | 184 | 234 | 2.72% |
| Mental Health Counselors | 406 | 505 | 2.44% |

(The fastest growing occupations are those with over 100 jobs and highest growth rates.)

Note: *Based on the 2006 - 2016 Occupational Employment Projections of the Department of Employment Services

Source: Department of Employment Services, Office of Labor Market Research and Information



The Labor Market Trends Washington Metropolitan Newsletter is a monthly publication of the D.C. Department of Employment Services' Office of Labor Market Research and Information (OLMRI). For inquiries/comments/suggestions, please call (202) 671-1633.

Notice of Non-Discrimination

In accordance with the D.C. Human Rights Act of 1977, as amended, D.C. Official Code Section 2-1401.01 et seq., (Act) the District of Columbia does not discriminate on the basis of actual or perceived: race, color, religion, national origin, sex, age, marital status, personal appearance, sexual orientation, familial status, family responsibilities, matriculation, political affiliation, disability, source of income, or place of residence or business. Sexual harassment is a form of sex discrimination which is prohibited by the Act. In addition, harassment based on any of the above protected categories is prohibited by the Act. Discrimination in violation of the Act will not be tolerated. Violators will be subject to disciplinary action.

The Department of Employment Services is an Equal Opportunity Employer/Provider. Auxiliary aids and services are available upon request to persons with disabilities.

LABOR MARKET RESEARCH INFORMATION

District of Columbia



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